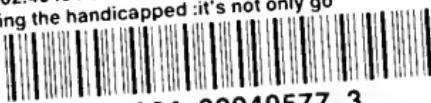


62.404  
4  
26hh:  
98-

# HIRING THE HANDICAPPED

MONTANA STATE LIBRARY

S 362.40484 S26hh: 198-c.1  
Hiring the handicapped: it's not only go



3 0864 00049577 3



IT'S NOT ONLY  
GOOD WILL,  
IT'S GOOD BUSINESS



Digitized by the Internet Archive  
in 2011 with funding from  
Montana State Library

# VOCATIONAL REHABILITATION



YOU  
THE EMPLOYERS  
MAKE IT WORK

## WHAT IS VOCATIONAL REHABILITATION?

Vocational Rehabilitation provides services for vocationally handicapped persons to help them gain employment.

### WHO IS ELIGIBLE FOR VOCATIONAL REHABILITATION?

A person who has a physical or mental disability which is a handicap to employment is eligible for Vocational Rehabilitation when there is a reasonable expectation that services will lead to employment.

### WHAT SERVICES ARE PROVIDED BY VOCATIONAL REHABILITATION?

Services provided by Vocational Rehabilitation include Vocational Evaluation, Vocational Guidance & Counseling, Training, Tools, Equipment, Licenses, Physical Restoration, Job Placement and Job Follow-Up.

## WHY SHOULD YOU HIRE A HANDICAPPED PERSON?

### PRODUCTIVE EMPLOYEES

The high majority of handicapped workers achieve average, or better, ratings in job performance, safety, attendance and job stability.

### EMPLOYER TAX CREDITS

The employer who hires a handicapped person, referred by the State Division of Vocational Rehabilitation, may be eligible for a tax credit in the amount of 10% of the first \$4,200.00 he pays into the new employee's wages. (More information on this may be obtained from the IRS).

### SUBSEQUENT INJURY

The Subsequent Injury Fund provides a method whereby an employer is able to hire a worker who can perform duties within the limits of his/her physical impairment, with the knowledge that the employer's insurance liability will be limited to a maximum of 104 weeks in the event of a subsequent injury. (Further information on this can be obtained through the Division of Worker's Compensation).

### ON-THE-JOB TRAINING

Vocational Rehabilitation is able to pay for "On-The-Job Training" in situations where a person may not be completely qualified for the job, but is capable of learning the tasks in a short period of time. The employer can be reimbursed up to 50% of the trainee's wages, usually for a period of three months, with the understanding that after the training is completed the handicapped individual will become a permanent employee.

### FOLLOW-UP

Vocational Rehabilitation wants successful placements and is concerned with the mutual satisfaction of the employer and the employee. To ensure success, Vocational Rehabilitation offers follow-up services for at least 60 days after the handicapped person becomes employed.

# **WHAT IS AFFIRMATIVE ACTION?**

Affirmative action is Federal Legislation (Title V) included in the Rehabilitation Act of 1973, which promotes hiring, promoting, and accommodating employees who have handicapping conditions.

## **WHO IS REQUIRED BY LAW TO ACT AFFIRMATIVELY?**

Departments and agencies of the Executive Branch of the Federal Government, Federal Contract Recipients, and their sub-contractors, when the contract is \$2,500.00 or more, and programs receiving Federal financial assistance (such as State & Local Governments, Colleges, Universities, Hospitals and non-Profit Organizations) are required to have Affirmative Action Programs.



# **OUR CONCERN, YOUR BENEFIT**

## **Vocational Rehabilitation:**

- Is interested in the mutual benefit of the employer and the handicapped individual.
- Is beneficial to the individual when he/she has meaningful work to perform.
- Is beneficial to the employer when meaningful work is performed in terms of productivity and profit.



**Vocational Rehabilitation is interested in matching the person's abilities to the requirements of the job.**

**When you have a job opening and would like assistance in filling your position with an individual who is ready, willing and capable, please contact your local Vocational Rehabilitation office.**

# GIVE AN OPPORTUNITY GAIN AN ASSET . . .



FOR FURTHER INFORMATION IN YOUR LOCAL AREA, CONTACT:



**RSD**

REHABILITATIVE SERVICES DIVISION